Volume 11, Number 12 June 29-July 26, 1996

UCSF Newsbreak



Page 3 . . . As UCSF prepares for the AIDS Walk, researchers assess how the US has coped during the 15-year epidemic

UC Regents ask for more analyses on Stanford merger

By BILL GORDON

Discussing the proposed merger of the UCSF and Stanford medical centers last week, the UC Board of Regents struggled with questions about how the new organization would be governed, the financial feasibility of the plan, and their legal authority to proceed.

Members of the Regents' finance and health services committees heard from a number of speakers, but took no action on the proposal. Regents are expected to discuss the merger again at their regular July meeting. Should the Regents give approval to proceed, it would take about six months to implement the new clinical enterprise.

The Regents asked UC President Richard C. Atkinson to determine what type of independent financial analysis of the proposed plan would be necessary to answer their questions. A consultant may be hired to review the business plan, which has been developed by a team from UC, Stanford and the firm Ernst & Young. Also, although UC Regents general counsel has concluded that the transfer of a portion of assets of a public institution to a private, non-profit corporation is permissible since the new entity would serve the academic mission of the University, UC will go to the courts to get legal confirmation on the planned transfer.

One of the most challenging issues is determining how the new corporation will be governed, says Bill Kerr, director of the Medical Center. Kerr gave managers an update on the Stanford merger on Monday. See that story on page 7.

In his remarks, Chancellor Joseph Martin urged the Regents to take the "bold and difficult" step of proceeding with the merger, which he says is the best way to preserve excellence in each of UCSF's missions of education, research, patient care, and public service. A revolution in the management of health care threatens the viability of academic health centers such as UCSF and Stanford, he cautioned. Through consolidation, the new entity would have fewer administrators, managers and employees in certain departments such as financial services, and would eliminate the need to duplicate expensive equipment such as gamma knives used

(See **STANFORD** *on page 7)*

Researchers find gene that causes basal skin cancer

Researchers at UCSF and Stanford have found a gene that, when defective, causes the most common type of cancer — basal cell carcinoma.

A type of skin cancer, basal cell carcinoma affects mainly pale-skinned people.Ten years ago, skin cancer was unusual in those under 40, but now it is seen regularly in people in their twenties. In the US, about 750,000 people develop these tumors. Unlike many cancers, though, these do not spread throughout the body and are almost always curable.

"This finding is exciting because for the first time we have a fundamental understanding of how this common cancer occurs and some possibility for a new treatment," says Ervin Epstein Jr., a UCSF professor of dermatology at the UCSF-affiliated SFGH.

Part of a team whose study findings were published in the June 14 issue of Science, Epstein says researchers may be able to develop drugs that could be applied directly to the skin. Such topical treatments could replace the typical treatments of surgery and radiation, he says.

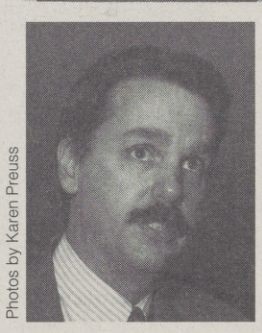
The newly identified gene also plays a role in a rare but debilitating inherited condition called the basal cell nevus syndrome (BCNS.) People with this syndrome develop dozens to hundreds of basal cell carcinomas starting as early as age 10. Other symptoms include cysts in the jaws and developmental defects such as extra fingers and abnormal ribs and vertebre. Clinicians treat the other many symptoms of BCNS as necessary when they arise.

Researchers have named the gene *patched.* Based on studies in the fruit fly, in its normal form *patched* acts as a brake for another gene, called *hedgehog*, that instructs cells during development and growth. When *patched* is defective or absent, *hedgehog* is unrestrained and causes cells to behave abnormally. In flies, this results in developmental defects and cell proliferation.

"If these two genes work in humans as they do in flies, perhaps researchers will find a way to interfere with *hedgehog's* signaling, and as a result stop the tumors from forming," says Ronald Johnson, a postdoctoral fellow in developmental biology at Stanford University School of Medicine.

Because of the importance of the *patched* gene in fly development, Stanford geneticist Matthew Scott launched a search for *patched* among human chromosomes. Once found, its location could provide a clue indicating human diseases in which *patched* plays a role.





Photos by Karen Preuss

SFGH gets new chief of staff

Robert C. Mackersie, UCSF associate professor of surgery, was elected new chief of staff at San Francisco General Hospital. Mackersie, left, took over for outgoing chief Denise Rodgers, vice chair of family and community medicine, at the annual staff meeting June 12. Rodgers, above, received a gift from Richard Cordova, director. Mackersie earned a BS from UC Berkeley and a MD at Michigan State University. Before joining UCSF's Department of Surgery, he served as a professor at UC San Diego for six years.

NIH awards $5.7 million for ovarian cancer research

The National Institutes of Health has awarded UCSF a $5.7 million grant to study ovarian tumors—the largest amount the agency has ever directed toward fighting this type of cancer.

Among the most successfully treated tumors when discovered at an early stage, ovarian cancer is the most deadly gynecological disease in the US because of late diagnoses. A major goal of the UCSF research is to improve survival rates by identifying cellular and biochemical markers, which researchers hope will indicate the presence of an ovarian tumor especially at early stages before a tumor has spread.

"This NIH award is further recognition of how important it is to better understand and fight cancers that affect women," says Michael Skinner, associate professor of obstetrics, gynecology and reproductive sciences at UCSF and the principal investigator for the research grant.

The NIH funding and the expertise of the UCSF scientists will permit unprecedented quality control in procuring, handling, preserving, distributing and analyzing valuable tissue samples needed to achieve the research aims of the project.

A pathology core laboratory and tissue bank will be maintained under the direction of Bethan Powell, assistant professor of ob/gyn, and Charles Zaloudek, professor of clinical pathology at UCSF. M.D. Anderson Cancer Center, Yale University and the University of Toronto will participate in the tissue banking program.

"We hope that through a better understanding of genetics and growth factors, we will learn how ovarian cancer starts, spreads, and progresses," Powell says. "The more we know about the disease, the better chance we have to develop treatments that will prevent and cure it."

We can do more to combat domestic violence, Clark says

By JOE ROSATO

Trial lawyer Marcia Clark, who became a household name as the lead prosecutor in the murder trial of O.J. Simpson, says domestic violence today is one of the nation's most serious public health issues.

"Are we, as lawyers and physicians, doing all that we can to combat this problem? Probably not. Is there more that we can do? Absolutely. That always will be our challenge," she said.

Speaking to about 500 people gathered for the UCSF-Fresno Foundation spring dinner, Clark said, "Domestic violence is not only life threatening, but it's also life taking. It's a voice of ignorance to say a battered woman is not likely to be killed."

It was two years ago June 12 that the bodies of Simpson's ex-wife, Nicole Brown Simpson, and her friend, Ronald Goldman, were found. The gruesome discovery marked the start of a high-profile case that brought international attention to the issue of domestic violence.

According to her publicity agent, Clark was to speak about "Gender and Justice" and her own career. However, Clark announced at the podium at the start of her 40-minute speech that she wanted to talk about domestic violence, a topic discussed earlier at a symposium held by the UCSF-Fresno Education Program.

"The single major cause of injury to women is spousal battery," Clark said, noting domestic violence is a "crime that occurs daily in every county, city, state and province."

Statistics show that of the estimated 47 million couples in the United States, 50 percent to 60 percent will have at least one episode of violence in their relationship, she said.

According to Clark, the "single biggest hurdle to overcome" and "misconception" is that domestic violence is only "a family problem" and that it should not be settled with outside help. "Where is the logic in that? she asked. "The very people involved in the conflict are the least capable of handling the problem."

In only her second or third post-Simpson trial speaking appearance, Clark declined to answer questions specifically about the Simpson case. But when asked if she lost faith in the US justice system when a jury returned a "not guilty" verdict, Clark said, "No."

Prior to her talk, Clark made a brief appearance before the news media acknowledging the vital work being done in education, research, patient care and community outreach in the UCSF-Fresno Education Program.

Clark is optimistic about the role of doctors in curbing domestic violence.

"Every day, victims of domestic violence seek medical help at hospital emergency rooms — like Fresno's Valley Medical Center — and others across the United States. Despite a greater public awareness about domestic violence, physicians all too often examine patients and, seeing symptoms of chronic pain and even bruises, don't ask even the most fundamental questions: 'Why did this happen to you? How? and even, Who did this to you?'

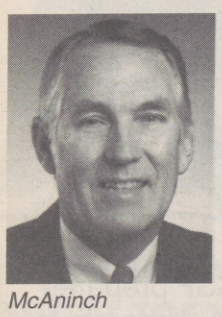
"However, those times are changing and more and more doctors are asking these tough but important questions. It is through symposiums such as the one here in Fresno today, and medical education programs such as UCSF-Fresno, that we all can be better educated and progress can be made in hopefully reducing the number of incidents of domestic violence."



Clark speaks at UCSF-Fresno dinner.

Gazette

Honors & Awards



McAninch

Jack W. McAninch, urology: President, American Board of Urology; president, American Urological Association.

Dorothy F. Bainton, academic affairs & pathology: Member, American Academy of Arts & Sciences.

William B. Kerr, director, Medical Center: Member, Board of Governors, Warren Grant Magnuson Clinical Center, NIH; member, Task Force on Academic Health Centers Advisory Committee, Commonwealth Fund.

Charles B. Wilson, director, tertiary care services: Honorary doctorate of science, Tulane University School of Medicine.



Douglass

Carolinda Douglass, Institute for Health Policy Studies & Institute for Health & Aging: American Society on Aging Student Research Award.

Harold S. Bernstein, pediatrics: Richard D. Rowe Award in Perinatal Cardiology, the Society for Pediatric Research.

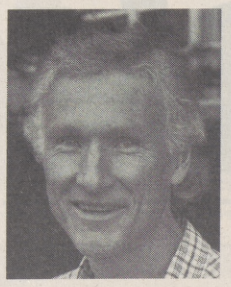
Ken A. Dill, pharmaceutical chemistry: National Lecturer, Biophysical Society.

Allison Doupe, psychiatry & physiology: 1996 John Merck Scholar, The John Merck Fund.

Matthew Huddleston, third-year student, School of Medicine: Two honorable mentions, William Carlos Williams Poetry Competition, Northeastern Ohio Universities College of Medicine.

William K. Hamilton, emeritus, anesthesiology: Distinguished Alumni Award, University of Iowa.

Nancy E. Adler, psychiatry & pediatrics: Member, Board of Trustees, Center for Advancement of Health.



Sadée

Wolfgang Sadée, pharmacy & pharmaceutical chemistry: Paul Dawson Biotechnology Award, American Association of Colleges of Pharmacy.

Daniel I. Sessler, anesthesia: Member, American Society of Clinical Investigation.

Christopher L. Leptak, sixth-year student, Medical Science Training Program: Young Investigator Award for 1995, American Society for Tropical Medicine and Hygiene.

Patrica Benner, physiological nursing: Her book, "The Crisis of Care: Affirming and Restoring Caring Practices in the Helping Professions," was named an outstanding academic book by CHOICE Current Reviews for Academic Libraries.

Geri Collins-Bride & **Barbara Boland,** community health systems: Innovations in Nursing Award, Golden State Nursing Foundation.

Andrew Bindman, medicine, SFGH: Young Investigator Award and the Article-of-the-Year Award, Association for Health Services Research.

Ballan Tuck, fourth-year student, School of Dentistry: Community Service Award, Colgate Palmolive Bright Smiles, Bright Futures Program and the National Dental Society of the Bay Area.

James H. McKerrow, pathology & pharmaceutical chemistry: 1996 Burroughs Wellcome Fund Scholar Award in Molecular Parasitology.

Philip C. Hopewell, medicine & pulmonary medicine, SFGH: President, American Thoracic Society.

Theresa Schwab, senior resident, emergency medicine, UCSF/Fresno: Jean Hollister Award, Emergency Medicine Residents Association.

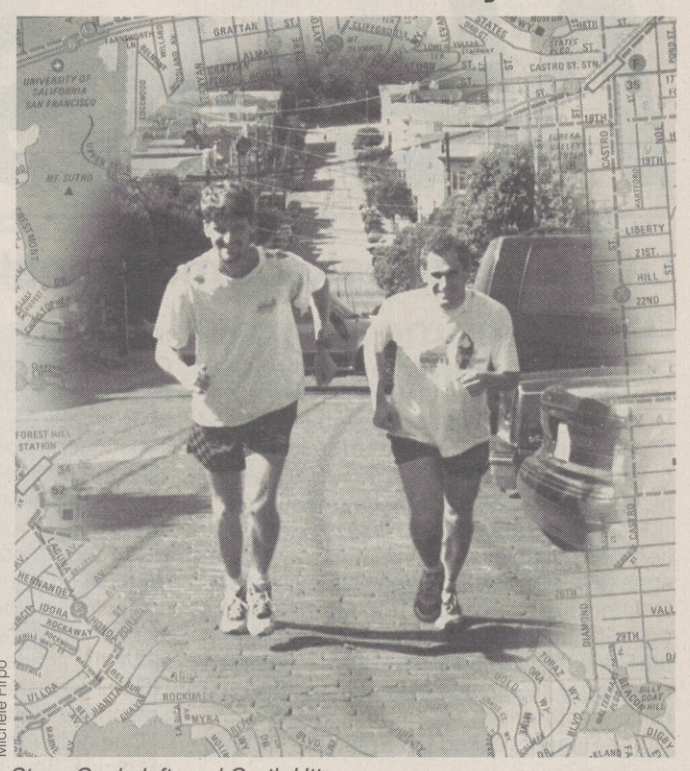
Robert A. Fishman, emeritus, neurology: 1996 Distinguished Graduate Award, University of Pennsylvania School of Medicine.

UCSF medical students run the city

Steve Cook and Garth Utter, both in their final year of medical school, are about to reach a goal few people, if any, might ever set for themselves — running every street in San Francisco.

"I wanted to see where the patients I was treating lived and to train for a couple of marathons I was going to run," Cook says. He's run several marathons in the past few years to raise money for charity, already donating $13,000 to a summer camp for pediatric cancer patients on the East Coast.

Now, Cook and Utter are trying to raise money for Camp Oziku, a camp near Auburn for kids with cancer. The students are asking that people sponsor them for a particular San Francisco street or neighborhood. For example, someone offering $.50 per block of Geary Boulevard would donate $41.50.



Michele Firpo

Steve Cook, left, and Garth Utter

Cook began running the city in September 1993 and Utter, Cook's "little sibling" medical student, was inspired to do the same beginning in October 1994. Of the 2,140 byways in the city, Cook has parts of fewer than 100 left, he says. Utter has less than 300.

The restrictions the two have set for themselves include not driving anywhere to run, but leaving from worksites or from home, which means they have to re-run many streets. Another self-imposed rule is they must run all the way to end of a dead end street and touch something at the end with their hand or foot. Utter says this rule has made them very familiar with the odors of the city.

"It's the surprises that kill you," Cook says, referring to fences, new developments (with new streets) and streets too steep to be made of asphalt, so the city uses concrete. "And if the sidewalks are stairs, it's usually a bad sign," he adds.

Those wishing to sponsor the runners may send checks made out to "Camp Okizu" to Garth Utter, 1347 10th Ave., San Francisco, CA 94122.

Appointments



McCormack

Bruce McCormack: Appointed director, Neuro-Spinal Surgery Service. An assistant professor of neurosurgery, McCormack supervises the care of spinal disease at UCSF/Mount Zion, VAMC, SFGH and Moffitt-Long Hospitals. With a national reputation as a spinal surgeon and a teacher, he has been in clinical practice at UCSF/Mount Zion for two years where he has treated patients with complex spinal disorders referred from community neurosurgeons in Northern California. McCormack is interested in minimally invasive spinal surgery techniques such as spinal endoscopy. He also is focusing on spinal reconstruction procedures for rheumatoid arthritis, cancer and trauma, noting that advances in spinal instrumentation have allowed neurosurgical management of complex spinal disease that used to be hampered by surgeons' inability to reconstruct the spine. McCormack is the principal investigator for the National Acute Spinal Cord Trial at SFGH and will be studying neural injury at VAMC.

In Memoriam

Constance Bell Wofsy, 53: Professor of medicine and co-director of the AIDS Program at SFGH, she was recognized internationally for her leadership in AIDS care, research and education. She created and directed the AIDS Provider Education and Experience (APEX) Training Program which brought hundreds of AIDS caregivers from around the world to SFGH to learn the latest in HIV/AIDS care. The associate chief of infectious diseases at SFGH, she co-founded the AIDS Program there in 1983. In the early days of the epidemic, Wofsy was influential in providing medical services for young gay men, the group predominantly affected by AIDS. Later she brought to public attention the plight of women with AIDS, and she co-founded the Association for Women's AIDS Research and Education (AWARE). She also was the founding chair of the Women's Health Committee of the AIDS Clinical Trial Group of the National Institutes of Health. Wofsy was one of the first to address the issue of AIDS and AIDS discrimination in the workplace, and she worked with leading corporations in San Francisco to develop teaching materials for their employees. Memorial donations in support of the Constance B. Wofsy Chair Fund may be made by sending a check made out to "UC Regents" to Box 0862. A memorial service will be held Saturday, June 29 at 5:30 p.m. at the Academy of Sciences in Golden Gate Park.

Medicine homecoming honors nine

Two faculty members, a Marin rheumatologist and five students were honored for their outstanding achievements during the School of Medicine Homecoming in May.

Homer Boushey, a 1968 graduate and professor of medicine and Cardiovascular Research Institute, and Kenneth Fye, who also graduated in 1968 and maintains a rheumatology practice in Marin County, were named Alumni of the Year. Jack Lange, professor emeritus of medicine, was named honorary Alumnus of the Year.

Five Class of 1996 graduates also were honored at the homecoming ceremony. Jade Hiramoto received the Sadie Berkove Award, which is given to an outstanding woman graduate. Joshua Fenton received the Robert H. Crede Student Award, presented to a student who "most exemplifies the personal and professional characteristics of a primary care physician." The Alumni-Faculty Association (A-FA) Academic Excellence Awards were presented to Carolyn Mar and Hatem Abou-Sayed for their excellent work in all areas of medical school. The A-FA Student Service Award was given to David Rubin for his extensive volunteer work in the community.

In addition to student awards, the Class of 1946 was initiated into the Half Century Club and Haile T. Debas, dean of the School, received the Campaign '96 reunion class gift check.

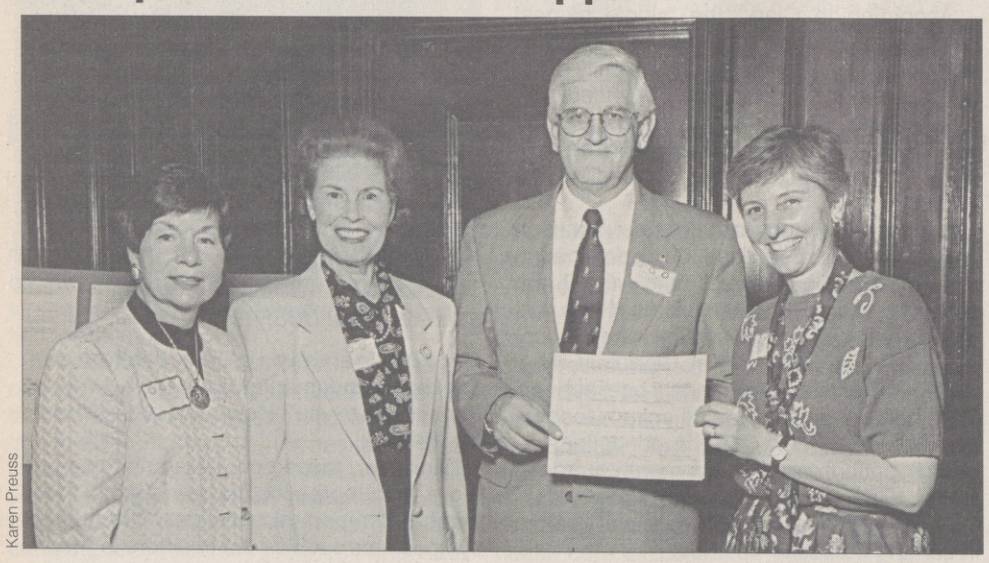
Clinical faculty commends its own

Three volunteer clinical faculty members were honored recently by the Association of Clinical Faculty for their outstanding teaching in the School of Medicine.

The three honorees were Joseph Hawkins from the Fresno Medical Education Program, John Murao from the department of radiology and Herschel Zackheim from the department of dermatology.

The ceremony included the presentation of the Charlotte Baer Clinical Faculty Award to J. Brooks Crawford and Ralph O. Wallerstein, two teachers with reputations for excellence, and a keynote speech by American Medical Association President Lonnie Bristow.

Group shows annual support for students



Karen Preuss

At its annual spring luncheon meeting May 2, the UCSF Faculty Wives and Associates presented a gift of $17,000 to the student loan and scholarship fund. Above Chancellor Joseph B. Martin accepts the donation from, left to right, Judy Rosenau, Marjorie Campagna-Pinto and Betsy Bikley. With an initial donation of $1,500 in 1970, the group began a student loan fund, which totals more than $300,000 today. In 1991, the group became concerned about the increasing educational debt incurred by UCSF students and started a scholarship fund as an endowment that earns annual interest to provide ongoing financial assistance to students.

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received May 16-31, 1996. These gifts/pledges have arrived during the final phase of UCSF's Strength to Strength fundraising campaign.

$100,000 - $499,999

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The San Francisco Foundation
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Deadline for the next issue, which will cover July 27-August 23, 1996, will be on **Tuesday, July 16, at 11 a.m.** Please send campus and Medical Center news to Lisa Cisneros, 476-3256 or lisa_cisneros@quickmail.ucsf.edu, and calendar and gazette items to Michele Firpo, 476-3257 or michele_firpo@quickmail.ucsf.edu, both at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If you need to view this communication in an alternate format, please contact Lisa Cisneros at 476-3256 with your suggestions.

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SFGH begins AIDS gene therapy trial

A Phase II clinical trial of a new gene therapy for the treatment of AIDS is under way at the UCSF AIDS Program at SFGH. The trial involves removing CD8+ T cells from an HIV-infected patient, modifying the cells with gene therapy and infusing them back into the patient. The gene-modified CD8+ cells are programmed by this process to identify and "kill" HIV-infected cells.

The study is based upon the observation that HIV-infected persons who have high levels of HIV-specific CD8 cell activity do well, according to Steven Deeks, UCSF assistant professor at SFGH and the principal investigator on the study. "HIV-specific CD8 cells appear to be protective in long-term non-progressors and, in fact, are thought to be critical in preventing disease progression," he says.

Patients will receive a single infusion of the genetically altered CD8 cells. "If we find their HIV viral load drops," Deeks says, "we will repeat the infusion in three months."

An earlier test of a similar procedure was completed by the NIH using HIV-negative identical twins. It was designed to demonstrate that the approach was safe, which it did, he says. The study is looking for referrals to enroll five patients. Participants should have a CD4 count above 50 and an HIV viral load between 1000 and 10,000 and should be healthy and on stable antiretroviral therapy for eight weeks prior to entry into the study. The trial is being sponsored by Cell Genesys, which developed the procedure. The first infusions are planned for September. For more information, call the AIDS Program at 476-9296, ext. 310.

15 Years of AIDS

US fails in prevention programs

By REBECCA HIGBEE

The AIDS epidemic turned 15 years old this month, and UCSF researchers say that effective HIV prevention programs for those at risk, including drug users and young people, still fail to be implemented in the US.

"AIDS is here to stay," says Thomas Coates, director of the UCSF Center for AIDS Prevention Studies (CAPS). "We know what works to stop the spread of AIDS. We need to start doing it."

Heading into the 11th International Conference on AIDS, Coates and other CAPS researchers are urging local, state and federal governments and community programs to enact effective programs to engage at-risk populations in HIV prevention.

"Fifteen years have seen the AIDS epidemic grow from a gay man's disease to everyone's problem," Coates says. "It is a disease that holds a magnifying glass to some of America's ugliest social problems, such as homophobia, drug use, poverty and racism."

The Centers for Disease Control and Prevention (CDC) published an article about five cases of pneumonia among gay men in Los Angeles in June 1981. Since then, AIDS has spread to more than half-a-million nationwide. Some 300,000 Americans have died from the disease.

Coates says that 75 percent of the estimated 41,000 new HIV infections that occur each year in the US are among injection drug users (IDUs), their sexual partners, and their offspring. He says studies show that providing sterile injecting equipment through needle exchange programs and over-the-counter pharmacy sales, conducting community outreach, and offering drug treatment on demand curbs the disease.

But the federal government bans the use of federal funds for needle exchange programs, although six government-sponsored reports have shown that those programs help stop the spread of HIV and do not lead to increased drug use, Coates says.

To prevent the spread of HIV among young people, explicit and age-appropriate interventions about sexuality and HIV/AIDS begun before the age of first sexual activity work, he says. Such programs are needed for runaway shelters, halfway houses, and on the streets aimed at high-risk youth who are not in school.

Although Coates says the popular belief is that teaching kids about sex will lead to promiscuity, research shows the opposite is true. In Oakland and Atlanta, successful sex education programs for seventh and eighth-graders helped abstinent students postpone sexual activity and increased condom use among sexually active students. (See the next issue of Newsbreak for a story about how using condoms prevents teen pregnancy and for coverage of UCSF findings to be presented at the international AIDS conference.)

Almost 75 percent of Americans favor making condoms and birth control information available through school clinics, yet 19 states prohibit or restrict the distribution of condoms or other contraceptives on campuses.

In recent years, Coates says many states have passed laws that restrict sex education. "There have been no scientific studies to date that demonstrate that abstinence curricula have any effect on reducing sexual activity among teens," he says. Of the 26 states that require abstinence instruction, only 14 also require sex education curricula to include information on contraception and prevention of pregnancy, STDs and HIV.

For more information about HIV/AIDS, visit the CAPS home page at (http://www.caps.ucsf.edu/capsweb).



AIDS Ride brings in $8 million

A few riders and volunteers from UCSF pose for a picture after the third annual California AIDS Ride ended June 8. Their noble efforts helped to garner a record-breaking $8 million in the event, which surpassed all expectations in California and set the example for rides now helping to fight AIDS across the country. With the support of friends, family and colleagues, more than 2,000 bicyclists rode for 525 miles on the seven-day journey from SF to LA.



UCSF gears up for AIDS Walk July 21

While some UCSF employees returned recently from the California AIDS Ride, many others are gearing up for the San Francisco AIDS Walk on Sunday, July 21.

On Tuesday, July 9, from 11 a.m. to 1 p.m., campus volunteers will be signing up people interested in walking the 10K jaunt through Golden Gate Park. Special registration tables will be open at several UCSF sites: the lobbies of Medical Sciences, Mission Center and SFGH as well as in the cafeterias at Moffitt Hospital and Mount Zion.

On the morning of the event, members of the UCSF team will be treated to a continental breakfast to enjoy with others from the UC community at Sharon Meadows. Following the walk, UCSF walkers will get a free lunch and will have a chance to win gifts and coupons in a raffle drawing. Top prizes include deluxe accommodations at local hotels and a printer. The UCSF AIDS Walk Steering Committee has worked hard to offer these prizes, food and drink, which local businesses have generously donated to the worthy cause.

Those who join the UCSF team walking the event will receive a free T-shirt with a vibrant colored version of the graphic shown above. Local artist Tina Lewenhaupt gets the credit for that work. T-shirts will be on display at the tables.

About 520 UCSF team members participated in the fundraiser last year and helped UC to bring in more than $60,000 to AIDS organizations, such as the UCSF AIDS Health Project. This year, UCSF's goal is to recruit 700 walkers.

To join the UCSF team, sign up at the tables July 9 or contact Martha Geraty, UCSF's team leader, at 476-4394 for registration forms.

Brown Bag Lectures celebrate 20 years of informing the public

By LISA CISNEROS

UCSF's own daytime talk show, the Brown Bag Lecture Program, is celebrating 20 years of informing the public on a variety of health issues, and giving folks news they can use on subjects ranging from how to manage money and how to avoid lawyers.

But unlike some cheesy TV talk shows that often bring out the worst in people, the Brown Bag program regularly brings out the best: highlighting the latest developments in research and patient care at UCSF as well as the social, cultural and economic issues that affect us all.

Whether it's describing how to treat headaches or decrease the number of children infected with HIV, UCSF's experts give up-to-date information from the frontlines of medical care.

"We're educating the public," says Neil Raskin, a neurologist and national expert on headaches. "There's been a lot of changes in the way headaches are treated and the media don't put that information out. Most people don't get the scoop, so I'm happy to give it to them."

To balance out the program's offerings, leaders from a variety of backgrounds, such as the Rev. Cecil B. Williams, share their insights about their work on the local as well as national scene. Lonnie R. Bristow, president of the American Medical Association, is slated to speak about the changing health care system on Wednesday, July 10. See article below about this lecture.

The 20th anniversary of the lecture series is a milestone that will not go unnoticed, says Kathleen Pappas, director of Public Service Programs, a division of Public Affairs. "The Brown Bag program has been and will continue to be an important part of UCSF's public service programs, all of which are devoted to promoting the health, well-being and education of the community," she says.

To commemorate two decades of quality programming, Brown Bag lectures will be held at a new place and time beginning Wednesday, July 3. The free lectures will run from 12:10 to 12:50 p.m. in N 225. The format of scheduling lectures also will change from a six-month series to a quarterly series to keep the audience of campus and community members current with the latest medical and scientific breakthroughs, says Martha Geraty, program coordinator.

The lunch time lectures began in 1976 as "Brown Bag Tours" under the direction of Jim Crawford, then coordinating officer of the Campus Tours/Speakers Bureau in the Department of University Relations. At that time, when Cole Hall Cinema was showing "Rocky," the program featured only UCSF faculty as speakers and, depending on the topic to be covered, moved to different locations throughout the UCSF campus.

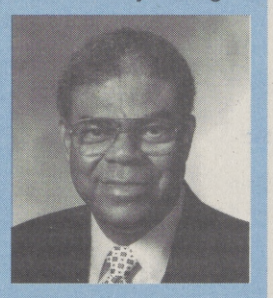
With the increase in the popularity of the program, the lectures were moved in 1980 to the large lecture halls of Health Sciences West, where they have been held up until this month. Due to the growing number of attendees brought in by word of mouth and local publicity, the program was expanded in 1991 to Thursdays in Room 125 at Mission Center Building and Tuesdays in Herbst Hall at Mount Zion on a monthly basis. Today, the lectures are held on the main Parnassus campus as well as the satellite sites.

The program began a road show off campus as a response to the many major corporations and organizations that requested that Brown Bag speakers speak at company events. Today, UCSF, Speakers in the Community and the Corporate Brown Bag Lecture Program provides UCSF lecturers to more than 6,000 people a year.

Bristow is July 10 Brown Bag lecturer

Lonnie Bristow, president of the AMA, will talk about what physicians and Congress are doing to reform health care in his lecture titled, "Patience, Patients: There is a Doctor in the House." The lecture will begin at 12:10 a.m. in N 225.

A reviewer for the Journal of the American Medical Association, Bristow writes and lectures extensively on medical science as well as on socioeconomic and ethical issues related to medicine. An internist from San Pablo, Bristow has long been an active member of organized medicine. He was honored in 1977 by his election to membership in the Institute of Medicine of the National Academy of Sciences. Bristow received his MD from New York University College of Medicine, completed his internship at San Francisco City and County Hospital and served his residency at the SF VA Hospital. In 1981, he completed an additional residency in occupational medicine at UCSF.



Bristow

Inside UCSF

These lectures are in the bag

Wondering where all those people have been going with their lunches? The chart below shows how many people attended Brown Bag lectures during the 1995/1996 fiscal year.

Parnassus	4,900*
Mount Zion	379
Mission Center	222
Total	5,512

*June 1996 figures are estimates

Source: Kathleen Pappas, director, Public Service Programs

Today/Tomorrow June 29-July 26, 1996

29 Saturday



WOMEN'S RESOURCE CENTER WORKSHOP: *Self-Defense for Women — Level II.* Nina Haft, certified self-defense instructor, teaches this brush-up class on Level I skills and introduces intermediate practices. $50. Millberry Fitness Center. 1:30-5:30 p.m. Information & registration: 476-5222.*

WOFSY MEMORIAL

Memorial service for Constance Bell Wofsy, Med. & AIDS Program, SFGH. California Academy of Sciences, Golden Gate Park. 5:30 p.m.

2 Tuesday

NEW EMPLOYEE BENEFITS ORIENTATION: S 214. 8:30-10:30 a.m. Call Leonard Florendo at 476-1073 to schedule.

LEARN TO MEDITATE

Four-session class on Tuesdays, July 2, 9, 16 and 23 is conducted by Brahma Kumaris Meditation Center and UCSF Institute of Healing Arts and Sciences. Information and registration: 563-4459.*

EXERCISE & PHYSIOLOGY CLASS FOR CANCER PATIENTS & SURVIVORS: UCSF/Mount Zion Cardiac Care Center, 2356 Sutter. 12:30-1:30 p.m. Interested persons must complete questionnaire and consent form to participate. Call 885-3693.*

3 Wednesday

BROWN BAG LECTURE SERIES: *How Do You Measure Quality of Care in Hospitals and Nursing Homes?* Charlene Harrington, Nursing, explains a consumer perspective on changes in nursing and their ultimate effect on quality of care. Sponsored by Public Service Programs. N 225. 12:10-12:50 p.m. Information: 476-4394.*

8 Monday

HOSPITAL NEW EMPLOYEE ORIENTATION: Second Monday of each month. LPPI Auditorium. 8:30 a.m.-1 p.m. Department representatives call John Frank at 476-3001 to schedule.

WHERE DOES IT HURT?

Communicating with Your Health Care Provider. Terri Murphy, geriatric specialist, will explain how to increase communication and work in partnership with health care providers to improve quality of care. Sponsored by UCSF & SF Medical Groups and Health Net Seniority Plus. Lakeside Presbyterian Church, 201 Eucalyptus at 19th Ave. 10-11:30 a.m. Free. Information: 476-0373.*

BETTER VISION NOW: Richard Abbott, Oph., will explain new surgery options for the correction of nearsightedness and astigmatism — from laser surgery to corneal implants. Beckman Vision Center, 8 Kirkman. 6 p.m. Information: 476-5021.*

9 Tuesday

EXERCISE & PHYSIOLOGY CLASS FOR CANCER PATIENTS & SURVIVORS: UCSF/Mount Zion Cardiac Care Center, 2356 Sutter. 12:30-1:30 p.m. Interested persons must complete questionnaire and consent form to participate. Call 885-3693.*

10 Wednesday

BROWN BAG LECTURE SERIES: *Patience, Patients: There Is a Doctor in the House.* Lonnie Bristow, American Medical Association, will discuss health system reform and changes in Medicare. Sponsored by Public Service Programs. N 225. 12:10-12:50 p.m. Information: 476-4394. (See story on page 3).*

11 Thursday

DANCE THERAPY CLASS FOR CANCER PATIENTS & SURVIVORS: UCSF/Mount Zion Cardiac Care Center, 2356 Sutter. 10:30 a.m.-noon. Interested persons must complete questionnaire and consent form to participate. Call 885-3693.

WOMEN'S RESOURCE CENTER WORKSHOP: *Designer Poisons.* Marion Moses, Pesticide Education Center, explains the dangers of pesticides, including cancer risk, how children are affected and safe alternatives. Toland Hall. Noon-1 p.m. Information & registration: 476-5222.*

13 Saturday

WOMEN'S RESOURCE CENTER WORKSHOP: *Mothering Competent Daughters: Girlhood into Adolescence.* Darla Wolgast Romano, psychotherapist, will discuss and provide information to women who have daughters ages 9 to 14 facing the challenges of entering adolescence. $35. S 157. 10 a.m.-1 p.m. Information & registration: 476-5222.*

15 Monday

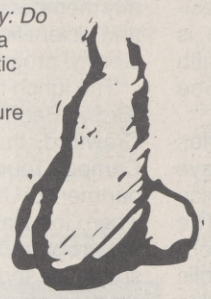
INSTITUTE OF HEALING ARTS AND SCIENCES PRESENTATION: *Introduction to Mindfulness-Based Stress Reduction.* A meditative approach to coping with anxiety, stress, chronic pain and stress-related illness. N 721. 6:30-8:30 p.m. Information: 441-3731.*

INSTITUTE OF HEALING ARTS AND SCIENCES WORKSHOP: *Natural Headache Relief Empowerment Workshop.* Jan Mundo teaches an experiential workshop in natural headache relief and prevention. Mondays, July 15, 22, 29 and Aug. 5. 6:30-9:30 p.m. $110. Call (510) 559-9308 to pre-register and for location.*

16 Tuesday

NEW EMPLOYEE BENEFITS ORIENTATION: S 214. 8:30-10:30 a.m. Call Leonard Florendo at 476-1073 to schedule.

UCSF/MOUNT ZION BROWN BAG LECTURE SERIES: *Cosmetic Surgery: Do You Believe in Magic?* Issa Eshima, MD, Chief of Plastic Surgery, will make a presentation in a slide lecture format on the state of the art techniques from laser to endoscopes. Sponsored by Public Service Programs. Herbst Hall, UCSF/Mount Zion. Noon-1 p.m. Information: 476-4394.*



EXERCISE & PHYSIOLOGY CLASS FOR CANCER PATIENTS & SURVIVORS: UCSF/Mount Zion Cardiac Care Center, 2356 Sutter. 12:30-1:30 p.m. Interested persons must complete questionnaire and consent form to participate. Call 885-3693.*

17 Wednesday

BROWN BAG LECTURE SERIES: *Expressing Your Creative Spirit.* Cynthia Perlis, Art For Recovery, will share stories and artwork created by patients coping with cancer and AIDS. Sponsored by Public Service Programs. N 225. 12:10-1 p.m. Information: 476-4394.*

GREAT EXPECTATIONS FOR WOMEN'S HEALTH FILM SERIES: *Childbirth Choices: Options for Labor and Birth.* A video presentation and discussion about planning for your baby's birth. A 326. 7-8 p.m. Information and registration: 476-6667.*

18 Thursday

MISSION CENTER BROWN BAG LECTURE SERIES: *Will to Live.* Ernest Rosenbaum, Med., explains the key ingredients that determine your will to live: hope, courage, a positive attitude and good medical care. Sponsored by Public Service Programs. Room 125, MCB. Noon-1 p.m. Information: 476-4394.*

RAPE PREVENTION EDUCATION PROGRAM PRESENTATION: *Honoring Our Voices: Native American Women Overcoming Family Violence.* Video presentation and discussion with six Native American women talking about overcoming family violence and the cycle of abuse. N 217. Noon-1 p.m. Free. Information: 476-5222.*

19 Friday

CENTER ON DEAFNESS SYMPOSIUM ON MULTICULTURAL ISSUES: *Tapestries in Progress: Multicultural Issues in Treatment of Deaf and Hard-of-Hearing Clients.* Hotel Sofitel, Redwood City. Saturday & Sunday, July 19 & 20. Information: (510) 659-6268 voice/TTY.*

21 Sunday

10TH ANNUAL AIDS WALK



Join the UCSF team walking to raise money for the San Francisco AIDS Foundation or sponsor a walker. Co-sponsored by Public Service Programs. Golden Gate Park. Sign-in: 9:30 a.m. Walk begins: 10:30 a.m. Call 476-4394 or 392-WALK for details. (See item on page 3.)*

22 Monday

BETTER VISION NOW: David Hwang, Oph., explains new surgery options for the correction of nearsightedness and astigmatism — from laser surgery to corneal implants. Beckman Vision Center, 8 Kirkham. 6 p.m. Free. Information: 476-5021.*

23 Tuesday

EXERCISE & PHYSIOLOGY CLASS FOR CANCER PATIENTS & SURVIVORS: UCSF/Mount Zion Cardiac Care Center, 2356 Sutter. 12:30-1:30 p.m. Interested persons must complete questionnaire and consent form to participate. Call 885-3693.*

24 Wednesday

CAMPUS BLOOD DRIVE

Come donate blood today. Remember to bring personal ID.

- Millberry Conf. Center. 9 a.m.-5 p.m.

No one has to wait for a blood drive to give blood. Donate any weekday, 8 a.m. to 7:45 p.m., or Saturday, 9 a.m. to 4:30 p.m., at UCSF's Blood Donor Center, L 131. Information & appointments: 476-6989.*

BROWN BAG LECTURE SERIES: *Pediatric AIDS: Perinatal Transmission and Strategies for Prevention.* Diane Wara, Ped., explains strategies to decrease transmission of HIV from mothers to babies. Sponsored by Public Service Programs. N 225. 12:10-1 p.m. Information: 476-4394.*

SUMMER FUN FAIR

Take a break and join the excitement! There will be games, prizes and fun in the sun (if we're not fogged in). Sponsored by Millberry Fitness Center and Outdoors Unlimited. Saunders Court. Noon-1 p.m. Information: 476-6613.*

25 Thursday

TAY-SACHS SCREENING: For pregnant couples. Sponsored by the Reproductive Genetics Clinic. Part of the California Tay-Sachs Disease Prev. Prog. Location: 350 Parnassus, Suite 810. Opens 9 a.m. Call 476-4080 for an appointment and information.*

WOMEN'S RESOURCE CENTER WORKSHOP: *Your Body Is My Business: Weight Prejudice and the Morality of Health in America.* W. Charisse Goodman, Author, will examine the damage done by the popular misconception that all thin women are healthy while all fat women are couch-potato gluttons. Toland Hall. Noon-1 p.m. Free. Information: 476-5222.*

27 Saturday

WOMEN'S RESOURCE CENTER WORKSHOP: *Women's Health and Fitness.* Jaime Rich, exercise physiologist, will explain the latest on important issues such as estrogen therapy, vitamins, osteoporosis and exercise. $20. S 157. 10 a.m.-Noon. Information: 476-5222.*

CONTINUING EDUCATION

MEDICINE

Family Practice Board Review Course. Hotel Nikko, SF. Mon.-Thurs., July 8-11. Information: 476-5250.

Clinical Care of the AIDS Patient. Sun Valley, Idaho. Thurs.-Tues., Aug. 1-6. Program information: 476-5208. Registration: 476-5808.

Essentials of Primary Care: A Core Curriculum for Practice in the Managed Care Era. Squaw Creek, CA. Sun.-Fri., Aug. 11-16. Information: 476-5808.

INFORMATICS CLASSES

The UCSF Library offers the following free classes held in S 165A (EC) or 222 Library (PC). Call 476-2337 for a complete schedule.

- Monday, July 1: *Medline Plus I: Basics.* 10 a.m.-noon. (EC)
- Monday, July 1: *Writing for the World Wide Web: An Introduction to HTML.* 1-3 p.m. (EC)
- Tuesday, July 9: *Introduction to EndNote® for Windows.* 1-3 p.m. (PC)
- Wednesday, July 10: *Genomic and Molecular Biology Databases on the Internet.* 3-5 p.m. (EC)
- Thursday, July 11: *Medline Plus II: Intermediate.* 9-11 a.m. (EC)

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip code) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Mon.-Wed., July 1-3: UCSF Laurel Heights, 3333 California St. in parking lot on left.
- Fri., July 5: UCSF Parnassus, Medical Center Way, across from 350 Parnassus.

THE NEXT DEADLINE

Tuesday, July 16, 1996 is the deadline for items to be listed in the next calendar, which covers **July 27-August 23, 1996** (four weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for calendar items to Michele Firpo at (michele_firpo@quickmail.ucsf.edu), mail it to Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit an article for Newsbreak/Medsounds e-mail Lisa Cisneros at (lisa_cisneros@quickmail.ucsf.edu), fax her at 476-3541 or call 476-3256.

***Open to the public**

UCSF GRADUATION 1996

DENTISTRY

Dean Charles N. Bertolami presented dental hygiene graduate Gwen Essex-Lancaster and dental graduate Carmen Hipona with the Elizabeth Fuhriman Gardner Awards at the School of Dentistry commencement ceremony June 15.



Essex-Lancaster

A graduate of San Diego City College, Essex-Lancaster was honored as a first-year student with a faculty recognition award and was selected by her peers for outstanding contributions to the class. She was nominated to the Sigma Phi Alpha Dental Hygiene Honor Society.

A 1991 graduate of UC Berkeley, Hipona was president of the student body this past year. She also received an award for oustanding service to the community. The Gardner awards are given each year to commemorate "Libby," a 1958 graduate of UCSF's dental hygiene program who exemplified the qualities of caring and service. Recipients are selected on the basis of scholastic achievement, service to the University and the community, leadership and demonstrated concern for others. The faculty of the School of Dentistry and 1996 graduating classes of 72 dentists and 15 dental hygienists congratulated the recipients of this, their highest award.



Hipona

The Distinguished Alumnus Award was given to Benjamin Braly, emeritus.

MEDICINE

The School of Medicine awarded its highest honor to graduate Susa Coffey, 39, who cites the frustration of HIV disease as her main motivation for pursuing a career in primary care medicine and a residency at SFGH.

Coffey received the prestigious Gold-Headed Cane Award before a graduating class of 142 during the School of Medicine's commencement exercises on May 24. Students Anne Kastor and Emily Sedgwick were runners-up for the award.



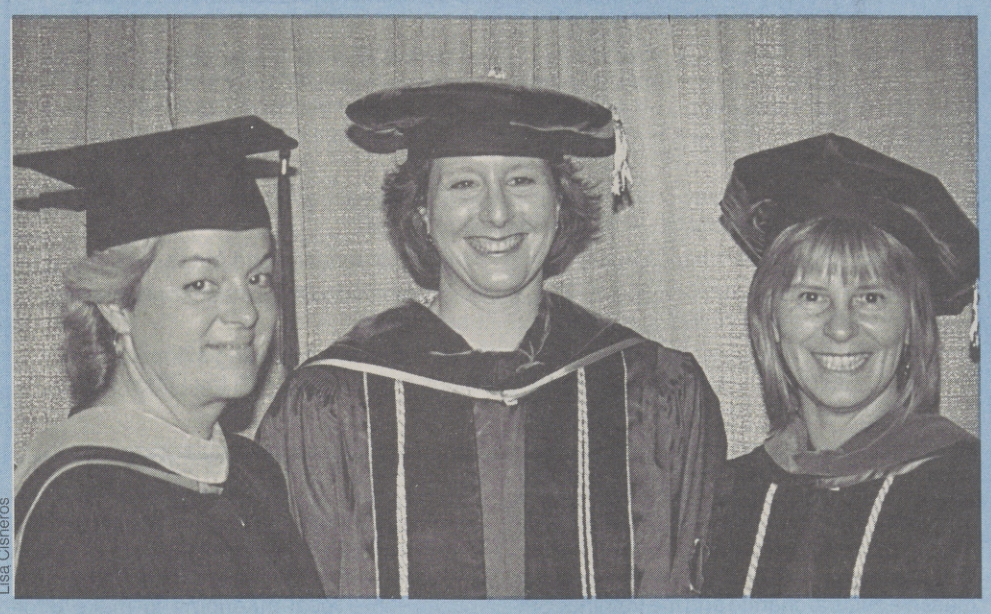
Coffey

Coffey received a master's in art history from the University of London in 1980 and a bachelor's in English and art history from Williams College, Williamston, Mass.

The School of Medicine's graduation day was dedicated to Maria Teresa Maino-Dixon, assistant adjunct professor of anatomy, who also was the Special Faculty awardee. Maino-Dixon died of cancer last year.

The annual Kaiser Awards for Excellence in Teaching, established by the Henry J. Kaiser Family Foundation, were presented to: Ellen F. Hughes, associate clinical professor of medicine, and William C. Mobley, professor of neurology and pediatrics, for full-time clinical faculty; Loma K. Flowers, associate clinical professor of psychiatry, for volunteer clinical faculty; and Scott Ahles, associate clinical professor of psychiatry, for full-time clinical faculty, Fresno Medical Education Program. Also, many awards were given to pre-clinical faculty, clinical faculty and housestaff.

In Fresno, 72 new doctors received their MD degrees in a commencement ceremony June 14. Faculty Research Awards were presented to James W. Davis and Maurice E. Cohen. Housestaff awards were given to Theresa Schwab, Linda Kuribayashi and Pamela Ward.



Lisa Cisneros

PSYCHIATRY

The Department of Psychiatry awarded diplomas to 43 graduates at its graduation ceremony on June 7.

Among the graduates were 18 residents in psychiatry, including three from the Fresno Medical Education Program, four residents in Child and Adolescent Psychiatry three postdoctoral fellows in Forensic Psychiatry (at Fresno), five predoctoral and four postdoctoral fellows in Clinical Psychology, one postdoctoral fellow in Child Psychology, two postdoctoral trainees in Clinical Services Research, three postdoctoral trainees in Pyschology and Medicine and three postdoctoral fellows in Drug Abuse Treatment Research.

Many special awards were presented at the commencement. Jonathan Lichtmacher received the Edwin F. Alston Award for distinguished achievement by a physician in the integration of all aspects of psychiatric practice. Mark Kasprow received the Henry F. Albronda Award for exeptional psychotherapeutic skills and unusual concern for the welfare of patients. Jan Terpstra received the Alexander Simon Award for commitment to excellence in teaching.

The Award for Creative Achievement for an outstanding contribution by a psychiatric resident went to Carol Mathews. The Laughlin Award of the National Psychiatric Endowment Foundation for excellence in therapeutic skills and dedication to the welfare of patients was awarded to Maria Pease. Marta Obler received the Helen Stein Memorial Award for the Best Resident Project and Avak Howsepian received the Chairman's Award for Oustanding Achievement by a Resident. Both of these awardees are from the Fresno program.

The Irving Philips Award for Excellence in Child & Adolescent Psychiatry was awarded to Mary Beth Lardizabalido. Jason Satterfield received the Robert E. Harris Award for Clinical Psychology and Lauri Pasch received the Robert E. Harris Award for Health Psychology. Sophia Vinogradov and Elaine Cooper-Lonergan received the Residents' Association Awards for Teaching.

And Fariborz Amini and Joanne R. Wile received the LPPI-UCSF Alumni-Faculty Association Interdisciplinary Achievement Awards for significant contribution to interdisciplinary work and understanding in the field of mental health.



Michele Firpo

The honorees at the Department of Psychiatry commencement included (back row) Jonathan Lichtmacher, Sophia Vinogradov, Jason Satterfield, Jan Terpstra and (front row) Carol Mathews, Mary Beth Lardizabalido, Marie Pease, Elaine Cooper-Lonergran, and Mark Kasprow.

PHARMACY

At its commencement ceremony June 15, the School of Pharmacy graduated 110 students and awarded its top honor, the Bowl of Hygeia, to Jeanette Logan, who received her BA from UC Davis in 1990.

Receiving honorable mention for this award were: Jennifer Chang, a 1991 graduate of the University of Nevada, Reno; Gina Jones, a 1989 graduate of UC Berkeley; Candis Pavich Morello, who received her BA from UC Davis in 1991, and Eljim Tesoro, who received a BS from Johns Hopkins University in 1991.

Paul Momita, a 1992 graduate of UC San Diego, is the School of Pharmacy's first place winner of the 1996 Dean's Award for Academic Excellence. Sima Nikpour, a graduate of Chabot College in Hayward, received second place and Claudia Vonderscher, a 1992 graduate of UCLA finished in third place.

Three faculty members chosen by the fourth-year students for special recognition are Betty-Ann Hoener, best basic science teacher; John Flaherty, best clinical instructor; and Sam K. Shimomura, best advisor mentor.

NURSING

At the School of Nursing commencement on May 31, Amy Rosenbaum-Welsh received the Outstanding Master of Science Student Award.

The honor is presented to those who best demonstrate leadership, scholarship, expertise in the area of specialization and potential for significant contribution to nursing and scholarship.



Rosenbaum-Welsh

The School graduated 184 Master of Science Degree candidates, five doctors of nursing science, 22 doctors of philosophy in nursing and three doctors of philosophy in sociology.

The Distinguished Dissertation Award in Nursing was given to Linda Franck. This award recognizes the doctoral student whose dissertation best exemplifies scholarliness and innovation and best contributes to the discipline of nursing. Ellen Scarr received the excellence in teaching award for the MS program and Kathryn Lee was named the "Mentor of the Year" in the doctoral program.

Monica Casper received the Distinguished Dissertation Award in Sociology, an award that recognizes the doctoral student whose dissertation best exemplifies scholarliness and innovation, and best contributes to the discipline of sociology.

Lisa Moore was the recipient of the Anselm Strauss Special Award for Distinguished Qualitative Dissertation, a special award that recognizes a doctoral student whose dissertation best exemplifies scholarliness in qualitative research. Enriqueta Hinojos received the Nursing Alumni Student Award for Meritorious Service, a honor bestowed by the UCSF Nursing Alumni Association to a graduating student who, while enrolled in the School of Nursing, made a significant contribution in service to the community.

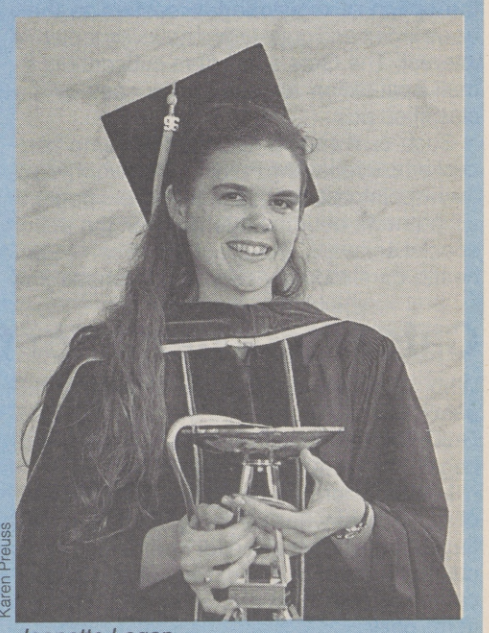
GRADUATE

The Graduate Division held its commencement on May 24. This spring, the Graduate Division handed out diplomas to 167 master's of nursing, 25 master's of oral biology, two master's of biochemistry, one doctor of nursing science and 18 doctors of philosophy, including six in nursing.



Chan

The Graduate Division Alumni Association this year honored Vivien Chan with the PhD hood for her leadership role in the Graduate Students' Association. Receiving her PhD in biochemistry, Chan served as director of finance for GSA during 1990-92.



Karen Preuss

Jeanette Logan

UCSF helps to shape personnel policies

By LISA CISNEROS

UC employees affected by personnel policy changes that take effect July 1 will soon get a new manual via campus mail.

About 3,200 UCSF employees will be affected by the new policies that run the gamut of employment issues from shorter vacation accrual rates for new employees to consolidating the complaint procedure for existing ones. These revised policies, known as the Personnel Policies for Staff Members, do not apply to employees in collective bargaining units that have exclusive representation by a union. See the summary of some of the new policies at right.

Input from UCSF helped to shape some of the changes in ways as simple as getting pages of personnel manuals numbered to more complex provisions such as giving employees more flexibility to take vacation when they are too busy at work to leave, says Mary Henry, policy coordinator.

The new policies are part of the broader restructuring of personnel management and methods proposed under the systemwide plan known as the Human Resources Management Initiatives or HRMI. When HRMI was introduced two years ago, initial employee reaction systemwide ranged from skepticism to alarm, especially as the sweeping plan appeared to be on the fast track for implementation.

But with feedback from individual employees, advisory groups and employee organizations, issues raising the most concern, such as compensation, were left out for more discussion and are not included in this round of personnel policy changes.

"Part of our major concern was that the process needed to be slowed down and that planning in these areas needed to be done in a much more deliberative fashion," says Robert Tanner, co-chair of the Academic Business Officer's Group (ABOG).

And while the Council of University of California Staff Assemblies (CUCSA) generally supports the idea that UC needs to make fundamental changes in personnel management in light of ongoing financial challenges, they point out their concerns with the HRMI.

"As a staff advisory group, one of the earliest concerns was the issue of managing massive cultural change and the training commitment needed to support the successful implementation of the policies," says Ron Kos, an accounts payable manager at UCSF who is also vice chair of CUCSA and president-elect of the UCSF Staff Council.

Kos says he's heartened that the UCOP has established a systemwide training program for business officers and recommends that such training be expanded to include academic administrators as well to "ensure a common and consistent culture in support of the new HMRI environment." Kos also recommends that developing orientation programs for new employees could help them understand and assimilate into the new culture.

As Randy Lopez, director of Human Resources points out, the quality of employee communication and evaluation, the equity of treatment in areas like incentive rewards, and quantity and quality of employee development and training are issues that need the ongoing discussion and attention by staff and managers alike. Because HMRI gives campuses more local autonomy to make decisions about these issues, UCSF continues to discuss and develop concepts such as peformance management and market-based pay, Henry adds.

The idea for market-based pay is to give each campus the flexibility to design compensation plans that are responsive to local strategic objectives and local market considerations. What is considered a "comparable market" salary varies according to the occupational group being studied. UCSF has had local authority to manage health care salaries based on local market and retention needs. UCSF plans to develop more locally sensitive, market-based pay systems for other professionals in the future, Lopez says.

Highlights of policy changes effective July 1

- The new policies consolidate the current four-tier personnel system—EXEC, MAP, A&PS and SPP — into two tiers: managers and senior professionals and professionals and support staff. They also:
- Change vacation accrual rates in a couple of ways, including offering new employees different rates, but grandfathering current employees to the same rates and granting an employee who cannot schedule a vacation due to operational reasons within 60 days of reaching the maximum, four more months within which to take a vacation;
- Move existing policies on affirmative action and sexual harassment from the appendix to appropriate sections within the main text;
- Require that performance appraisals be conducted annually and put in writing;
- Expand the use of sick leave so employees can attend to the catastrophic illness of members of their family as well as their household;
- Revise the complaint resolution process in several ways, including extending the time within which appeals of campus decisions may be filed with the Office of the President from 15 to 20 days.

Fulbright grants available for students, scholars

Fulbright grants are available to scholars for university lecturing and research and to students for graduate study abroad. All applicants must be US citizens.

These grants provide round-trip international travel, maintenance for the tenure of the award, a research allowance, and tuition waivers, if applicable.

Travel grants are available to selected countries to supplement other grants and personal funds. Student applicants must hold a bachelor's degree and scholars who apply must have a PhD. All applicants must have sufficient proficiency in the language of the host country to carry out their proposed research or study.

Applications for students are now available in the Graduate Division, MU 200W, Student Financial Services, MU 201W or International Academic Programs at 145 Irving St. Deadline for submission to the Graduate Division is Sept. 23. Call the division at 476-2310 for more information.

Awards for scholars range from two months to an academic year. Scholars in every academic rank are eligible. Awards are offered through individual country programs and the content and nature of the assignment will vary according to the program. The deadline to apply is Aug. 1. For more information, call International Academic Programs at 502-2962.

Record-breaking raffle surpasses goals

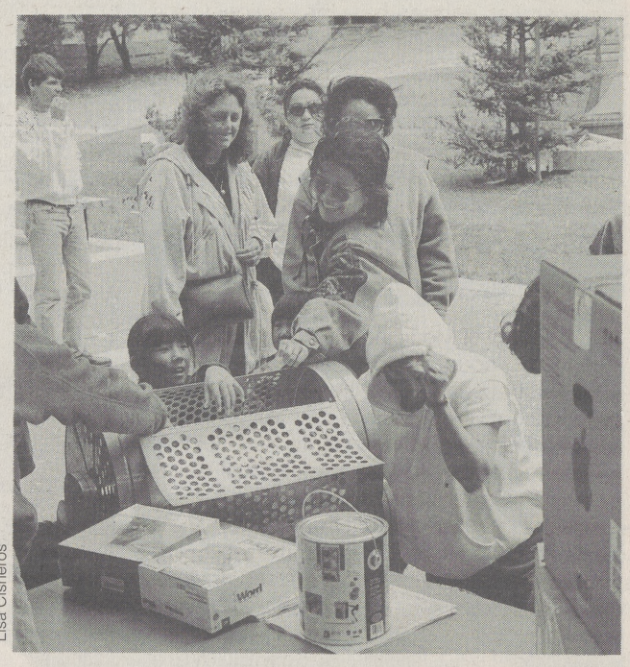
Not only did the recent EMPACT! raffle surpass fundraising goals for the event, it broke the old record of $9,300 by bringing in a grand total of $10,500 to support employee programs and events at UCSF.

Top seller Laura Galousin sold the most tickets in raffle history —1,506. Galousin, who works in the department of Nursing, didn't go unrewarded however; she won an Apple Powerbook.

The other top five ticket sellers included: Sandy Kipnis of Executive Park, who sold 726 tickets; Barbara Wilson of the School of Pharmacy, who sold 588 tickets; Janette Howard of Nutrition & Dietetics who sold 540 tickets and Rachel Cruz-Hunter of Financial Aid, who sold 510 tickets.

Seven volunteers won a raffle prize from free raffle tickets they earned by selling tickets. Sellers received one free ticket for every three books they sold. And for the first time ever, UCSF locations will be able to keep the money raised at their sites to use for employee activities.

"We would like to thank all our EMPACT! volunteers who assisted with this year's raffle," says Elan Masliyah, volunteer coordinator for EMPACT!



Lisa Cisneros

A laughing team of volunteers and EMPACT! staff gather raffle tickets blowing in the wind during the drawing in Saunders Court.

Call for proposals

A total of $22,636 is available to fund the 1996-97 Pre-Tenure Award for talented junior faculty who hold ladder rank or in-residence appointments, but who may encounter unusual obstacles in developing the substantial records in research and creative work necessary for advancement to tenure.

As in the past, one eligible full-time faculty member will be selected for the award.

The award must be used for substantial release time from regular duties for major concentration on scholarly and research activity. Funds must be spent or liened prior to June 30, 1997.

A condition of receiving the award is that a written evaluation of the progress achieved through the awarding of these funds, including budgetary expenditures, must be submitted to the Office of Academic Services, S 115, Box 0400. The deadline to apply to that office is Monday, July 15. For application information, contact Academic Services at 476-5742 or 476-1881.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of May 31, 1996). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	0.51%	6.01%	6.09%
Money Mkt	0.44%	5.21%	5.26%
ICCF	0.63%	7.42%	7.58%

	Unit Values	12-month Change	3-year Avg. Annualized Yield
Bond	$74.40	8.0%	7.9%
Equity	$152.13	26.1%	16.5%
Multi-Asset	$18.46	13.0%	9.9%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Web Sights

Web news is virtual, but it's valid

The Web certainly offers fun and games, but it also has the sort of familiar resources you need to keep abreast of daily news and events. Newspapers and news services available on the Web may be virtual, but they're just as valid as what you can find printed on a slice of tree.

After a free registration process, Web readers can call up the New York Times (http://www.nytimes.com) and the Wall Street Journal (http://www.wsj.com) each day, and search through the back issues. Those with Internet-connected computers at home will find the Times takes quite a while to make its way across a phone line, because the paper hasn't fully made the transition to digital life. Like early automobiles which were affixed with fake horses' heads in order to avoid scaring pedestrians, the Times actually presents the Web reader with a picture of newspaper headlines, rather than just sending the text over as text. The way out is to follow the "Low Graphics Version" link. Those using these papers on the Web have to look at ads, but don't have to pay to get newsprint on their hands.

Closer to home, the Chronicle and Examiner are both available for free on the Web at (http://www.sfgate.com) without even the bother of the registration process. The online version, known as the Gate, gives readers the option of registering to customize their news index and quickly find news on topics of interest. The Gate also offers subscribers e-mail notification for items they seek in the classified ads.

Such customized news is the same concept employed by the Pointcast Network (http://www.pointcast.com), which delivers personalized news over the Internet with the aid of special software. Pointcast users can select health care industry news and choose just those sports that they follow. Pointcast's method has some advantages, but readers of the Gate can use the familiar Web interface to read the news.

If you choose to register with newspapers, it's best to select consistent user names and easy-to-remember passwords. You can even choose the same easy-to-remember password for all such Web sites. Having 20 different user names and passwords can be cumbersome and unnecessary. Security isn't a big issue with these services—the worst a computer hooligan who discovered your password could do is log on and read the paper or maybe change your personalized news preferences. You shouldn't ever duplicate an important password, such as that for an ITSA account, though, because such passwords safeguard data, including your e-mail, and allow you the privilege to run programs on a computer system.

Daily news of specific concern to health care professionals and students is also available on the Web. The best example of this may be Reuters Health Information Services (http://www.reutershealth.com), which provides an up-to-the-minute feed of medical news. The Doctor's Guide to the Internet (http://www.pslgroup.com/DOCGUIDE.HTM), published by the P\S\L Consulting Group, offers frequently updated news as well as an incomplete but potentially useful physician-oriented index of the Web. On the business end of things, health care industry news is provided by MCI (http://www.fyionline.com/infoMCI/newsletter/HEALTH-MCI.html), with articles from the Associated Press. *–Nick Montfort*

Editor's note: This column appears at (http://www.ucsf.edu/sights). A link is in "New and Now" on the UCSF home page.

Cafe offers items for free; renovates

Who says free lunches are a thing of the past? That's exactly what the Moffitt Cafe & Grill is offering as part of a new promotion that began this week.

Lucky customers may get an entre or order of french fries when cash registers randomly flag items to be received for free. Based upon current volume of sales, the self-supporting cafeteria expects to give away 15 to 20 free items daily.

Meanwhile, the menu has been pared down a bit as the kitchen begins major repairs expected to take six months. As a result, fried foods will not be offered for a while, some of the old standbys will be limited, but new products will also be offered during the disruption.

"We hope our customers realize that while the cafe itself will not look any different, half of our kitchen will be under construction," says Tim Dineen, food service supervisor. "We appreciate everyone's patience and understanding while we upgrade."

Medsounds Continued

Mt. Zion infusion center honors Friend

The Ida Friend Cancer Infusion Center was dedicated during a June 2 reception at the UCSF/Mount Zion Cancer Center.

The dedication was in memory of Friend, a former patient of Ernest Rosenbaum, clinical professor of medicine at UCSF. Friend succumbed to cancer earlier this year. Her husband, Joe, a San Francisco real estate investor and businessman, donated funds to name the infusion center in his wife's memory and to support patient services at the Cancer Center. Patients receive chemotherapy drugs to treat cancer at the Infusion Center.

Cheryl Gelder-Kogan, manager of the UCSF/Mount Cancer Center, said the nursing staff was particularly pleased to have their unit named for someone they had known personally and whose courage they admired.

About 60 guests from all over the country attended the reception, including the Friends' son, Bruce, and his wife and two children.

One of the initial projects funded by Friend's contribution is a series of papers to be written for patients about the psychosocial implications of cancer.



Lisa Cisneros

Patient treats nurses to lunch

Local cook Ayres Gibson, second from left, prepared a special vegetarian lunch to thank the nurses on 7 west at UCSF/Mount Zion for their superb care during the nine days he spent recently recovering from an infection in his leg. From left to right, his mother, Eddie Mary Gibson and nurses Linda Phillips, Debby Jones and K.C. Medina enjoyed black-eyed peas, greens and brown rice before indulging in a sweet treat.

Stanford *(from page 1)*

to treat brain tumors.

Martin pointed out the following advantages of the proposed merger to patients:

- Maintaining a court of last resort for those with difficult to diagnose rare conditions and diseases;
- Continuing support for those with terminal and currently untreatable diseases through experimental treatments;
- Providing access to treatments of highly technical or specialized nature such as neonatal intensive care, bone marrow transplants, or neurosurgery; and
- Ensuring medical care for poor and uninsured patients who depend on teaching hospitals and clinics staffed by faculty and residents.

If the merger discussions fail, Martin identified several other hospital groups as candidates for some type of affiliation with UCSF, but alternatives to the proposed merger with Stanford fall short of positioning UCSF for the next century, he warned. Kerr concurred, saying, "From the vantage point of assuring continued support of the academic mission, it is clear that no potential partner offers the shared values of Stanford University. Furthermore, no potential partner has the regional and national reputation for clinical excellence that Stanford Health Services enjoys."

Several representatives of UCSF labor unions and a few individual employees spoke out strongly against the merger proposal and urged greater public scrutiny of the ongoing discussions. One group of employees punctuated several of the opposition speakers' remarks by holding up cardboard signs that spelled "fiat lux," translating the message with shouts of "let the light shine," and waving flashlight beams through the auditorium.

Alan Brill, executive director of the California Association of Interns and Residents, cautioned against "giving away" the taxpayers' investment in the UCSF Medical Center. Dee Sammons, a pediatric nurse in the Medical Center, spoke for a Redding mother who regularly brings several of her foster children to UCSF and who fears the merger would take away the facilities and the staff she believes offer the finest care available.

Another critic took aim at the June 13 pledge from UCSF officials that at least 95 percent of all UCSF employees directly affected by the merger would be offered employment by the merged entity. The pledge offers no assurance to employees recently laid off or who will be laid off prior to the merger agreement, he charged.

Haile Debas, dean of the UCSF School of Medicine, urged the Regents to support the proposed merger. "An academic solution such as the one we propose is precisely the one that will enable us to preserve our focus on translating discoveries into diagnostic and therapeutic applications for improved patient care," he said. "We succeeded in distinguishing ourselves from community hospitals, many of whom are now in trouble, in just this way."

Debas acknowledged that the proposal requires the unprecedented step of merging a public academic medical center with a private institution, but called on the Regents to act as leaders in making a move that might be seen as unpopular. "Major change has little constituency," Debas said, "but the essence of leadership is to see and grasp the opportunity where others fail to do so."

Kerr answers questions about merger

Medical Center Director Bill Kerr met with managers June 24 to answer specific questions about the proposed merger with Stanford and to refute rumors about the plan.

First and foremost, Kerr emphasized that the UCSF Medical Center is neither getting out of the children's health care business nor is it dropping its cancer programs as part of the merger. These two areas have been identified as services that may see special collaborations between UCSF and Stanford. Decisions about patient care program changes will not be made until the new entity has formed because such discussions require knowing proprietary information about cost and price that can only be shared by a merged entity, he said.

Kerr explained that the distribution of clinical programs will depend upon the distance a patient would be willing to travel for such services. For example, a patient would travel 40 miles to get a diagnosis and to develop a treatment regimen for cancer, but might not be inclined to travel that distance to receive regular radiation therapy or chemotherapy for that same disease.

Furthermore, pursuit of the merger, Kerr added, is not a "means to escape from our relationship with unions." He remains hopeful that administrators and union representatives will be able to engage in meaningful discussions about personnel issues, such as salary, length of service, sick and vacation accruals. As far as he knows, there will be no retirement incentives offered as part of the merger, Kerr said Monday. He noted that employees would not lose their UC retirement benefits they already earned while serving as University employees. However, the new entity would offer a retirement plan that is more consistent with other Bay Area hospitals. Announcements about these unresolved issues will be made within the next few weeks.

Meanwhile, discussions between the California Pacific Medical Group and the UCSF Medical Group continue. Kerr says he expects the agreement with CPMG will be finalized this month in time to begin marketing the combined medical group during fall open enrollment of health insurance. The combined groups would begin functioning as one in January 1997.

Chartwell *(from page 8)*

Chartwell West/UCSF delivers specialty care programs including oncology care, HIV case management, and nutritional support services.

While providing a wider scope of home care is the primary benefit of the partnership, Chartwell West/UCSF also benefits the Medical Center by reducing length of patient stay and lowering operating costs, thereby helping it compete for business with other Bay Area hospitals.

Patients benefit from their increased independence, and are often much more comfortable in familiar surroundings with family nearby.

"We frequently take people home directly from the clinic," adds Leiker, explaining that with certain conditions, such as osteomyelitis or other severe infections, the first dose of an antibiotic can be intravenously administered outside of the hospital setting.

By supporting programs at the School of Pharmacy, which operated UCSF's more limited home service program until the partnership was formed in 1994, Chartwell West/UCSF continues to provide educational and research opportunities for students and faculty in alternative health care delivery. Pharmacy residents now perform a six-week rotation at the Chartwell West/UCSF branch, working with pharmacists and nurses in the management of home infusion patients. A full, one-year pharmacy specialty residency program in home infusion is now being developed.

Patients benefit from their increased independence, and are often much more comfortable in familiar surroundings with family nearby.

"Education remains a very important part of our program," Leiker says. "As health care progresses with new treatments, it is imperative that we are in line with those innovations to continue to develop and compete in the alternate setting."

Heart *(from page 8)*

"This study provides the scientific underpinning for the movement toward more gradations in providing care for patients experiencing chest pain," Goldman said. "Until recently, patients who came to emergency rooms with chest pain were either sent to a coronary intensive care unit or sent home."

The findings of a patient's initial electrocardiogram recorded in the emergency department predict not only the presence of a heart attack but also the subsequent development of life-threatening complications.

The six specific clinical factors found to be reliable predictors of subsequent complications involve electrocardiographic evidence of a heart attack or unstable angina, other acutely abnormal electrocardiogram readings, other symptoms of unstable angina, low blood pressure, evidence of heart failure, and fluid in the lungs.

Electrocardiographic abnormalities served as the most important predictor of a patient developing major complications within the first 24 hours after experiencing chest pain, the article notes.

While the study can't provide a precise risk threshold dictating which patients should be admitted from the emergency department to a specific hospital unit or how long they should remain hospitalized, the authors state that there appears to be little doubt that admission to an intensive care unit is appropriate for patients considered to be at high risk based on the protocol developed in this study. Admission to an intensive care unit also appears appropriate for those found to be at moderate risk, the article states.

Patients at three university hospitals and four community hospitals were involved in the study between 1984 and 1994.

International *(from page 8)*

esophagoplasty," the procedure is technically demanding because it involves opening up both the chest and the abdomen, says Michael Harrison, chief of UCSF's division of Pediatric Surgery, who headed the surgical team.

Pioneered elsewhere, esophageal reconstruction has been done for the past 10-15 years using tissues from the stomach or bowel, according to Harrison. UCSF teams have refined the technique using a segment of large intestine, with excellent long-term results.

"Ken should have normal eating and digestive function for the rest of his life," Harrison says. "The 14-inch segment of intestine that now serves as his eating tube should grow with him, and he should not require any further surgeries."

To Joanne's delight, Ken now eats everything, including a wide range of nutritious and chewy vegetables that had been impossible for him to swallow prior to surgery. And like many youngsters, his favorite snacks include pizza and potato chips.

Campus and Medical Center departments that need assistance in coordinating international patient visits should contact IMC by phone at 476-1389 or by fax at 502-6696.

Medicare *(from page 8)*

All physicians who bill for professional services — regardless of payer — should plan to attend. A consultant from Meaghan Jared Partners will explain the new regulations and discuss implications for evaluation and management coding as well as surgical/procedural coding. Training sessions will include time for a question and answer period.

For more information on the Medical regulations or training sessions, call John O'Conner at 476-5904.

Training sessions

Wednesday, July 10: Mount Zion, Herbst Hall: 7 to 8:30 a.m.
Toland Hall: 10 to 11:30 a.m., 1 to 2:30 p.m., 5 to 6:30 p.m.

Thursday, July 11: Toland Hall: 7 to 8:30 p.m., 10 to 11:30 a.m., 5 to 6:30 p.m.
MCB, Room 125: 1 to 2:30 p.m.

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UCSF

Medsounds

Page 1 . . . Stanford merger talks go forward on several fronts

Page 3 . . . AIDS update, plus news about the AIDS Walk on Sunday, July 21

Page 5 . . . UCSF graduation round-up with photo spread of major award winners

UCSF offers new program to help international patients

By CORINNA KAARLELA

Last spring a San Francisco directory assistance operator got a long-distance call from a grandmother in the Philippines asking for the name of a "good hospital" to help her young grandson. Without hesitation, the response was "UCSF."

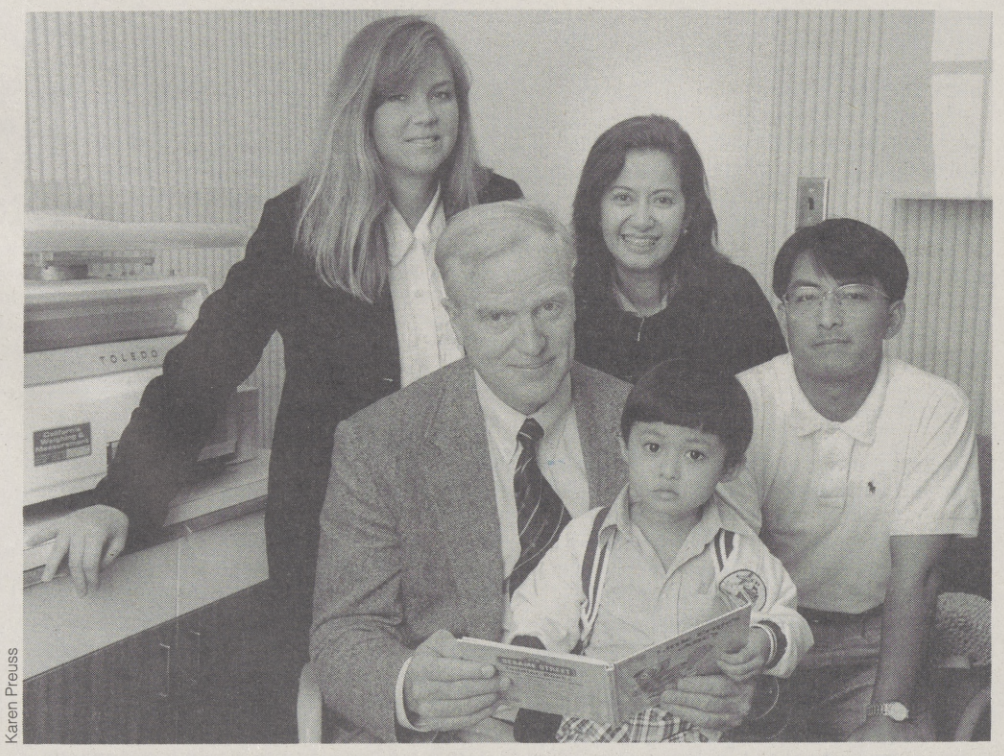
The call paid off for three-year-old Ken Serra, whose esophagus was virutally destroyed when he accidentally drank a caustic cleaning solution. The youngster is now on his way back home to Manila after undergoing successful reconstructive surgery at UCSF. In a 12-hour procedure in late April, his damaged eating tube was replaced with a section of his large intestine.

While here, Ken earned the distinction of being the first patient to use the services of the Medical Center's new program in International Medical Care (IMC), which is dedicated to providing a coordinated system of support to patients from foreign countries.

IMC Coordinator Cara Towle says several hundred international patients receive medical care at UCSF each year. "In addition to arranging Medical Center appointments, transfer of medical record information, and local lodging, these families must deal with visas, international flights, and in some cases the need for a translator, among many other logistics."

"We're here to help them navigate both UCSF and international channels from the time they make that initial call to UCSF. In doing so, we hope to make the excellent care provided by the Medical Center more accessible to people throughout the world," she adds. Towle holds a master's degree in international and cross-cultural nursing from UCSF and recently served as a research nurse coordinator at the Stanford Stroke Center.

Because of the nature of Ken's disorder, his family was in contact with UCSF's division of Pediatric Gastroenterology, Hepatology and Nutrition, where administrative assistant Arnold Asistio put them in touch with IMC.



Karen Preuss

At a recent visit to pediatric surgeon Michael Harrison, center, are, left to right, Cara Towle, Joanne Serra, Ken Serra and Shogo Serra.

Joanne Serra, Ken's mom, says the IMC staff was immensely helpful in smoothing out all the details of their UCSF visit and she "wouldn't have wanted to try it without them." In addition to Cara, the IMC team includes Medical Director Julius R. Krevans, who served as UCSF chancellor from 1983-93, and Office Manager Penny Reynolds.

When Ken came to UCSF it was almost a year since the accident. His esophageal lining had suffered a severe chemical burn, resulting in the formation of thick scar tissue that left an extremely narrow opening for food to pass from his mouth to his stomach. Relying on a liquid diet of milk and soup for much of this time, he was not growing normally and his condition had worsened to the point where he even had trouble swallowing his own saliva. Ken's doctors in the Philipines suggested that he get followup medical care in the US.

At UCSF, a team of pediatric GI specialists and pediatric surgeons hoped to widen the interior space of the eating tube by flattening and removing scar tissue, but results of this procedure were poor because of the density of the tissue.

The next step was reconstructive surgery. Called "in situ colon interposition

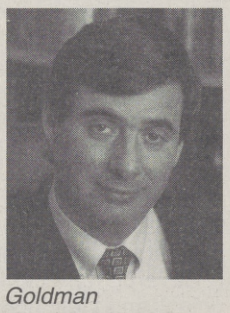
(See **INTERNATIONAL** *on page 7)*

Doctors can predict major heart complications

By BILL GORDON

When patients appear at emergency rooms complaining of chest pain, a set of six observations provided by their medical history, physical examination, and electrocardiogram gives doctors key information for predicting which patients will have complications that require intensive care, a UCSF researcher reports in the June 6 issue of The New England Journal of Medicine.

Based on a study involving more than 15,000 patients who sought treatment at seven hospitals, the article provides guidelines for placing patients experiencing chest pain into one of four risk groups — those who should be admitted to an intensive care unit, those who should be monitored by electrocardiogram tests, those who should be kept in the emergency department for observation, or those who may be sent home.



Goldman

Electrocardiogram monitoring and other observations made during the first 12 hours after a patient experiences chest pain also help doctors make decisions regarding the length of time a patient should be hospitalized, said lead author Lee Goldman, chair of the UCSF Department of Medicine.

As part of the Multicenter Chest Pain Study, the research effort was designed to help doctors match the level of care with the likelihood that a patient will experience major heart complications.

(See **HEART** *on page 7)*

Future of hearing aid technology is here

By GAIL GORDON

The first UCSF patients were fitted this month with new fully digital hearing aids, signaling a major technological advancement over previously available models and a dramatic improvement in sound quality.

"This is where the future of hearing aids lies," says Robert Sweetow, director of the UCSF audiology clinic. "The potential improvement from digital hearing aids is exciting and far reaching. Digital sound has minimal distortion."

The devices are available to fit anyone with a mild to a severe degree of hearing loss.

Sweetow is a member of a select international research group charged with developing the algorithms, or fitting formulas, that are programmed into the chip which controls the hearing aid. The digital aids themselves were developed by private manufacturers in Europe.

"It is still too early to definitively state that the initial commercial offerings of digital hearing aids represent adequate improvement to justify their cost (slightly higher than advanced programmable systems). However, our experience so far suggests that these systems are indeed superior for certain hearing impaired listeners."

How they work: Digitization means that incoming sounds are converted to numbers, which are then analyzed and manipulated via a set of rules (algorithms) programmed into the chip controlling the hearing aid.

There are two devices which are now available to UCSF patients, one of which samples sound one million times per second and analyzes these signals 32,000 times per second. The computerized digital aid analyzes incoming sound, makes a determination regarding speech versus noise content, then converts this information to numbers. The resulting digitized numbers are then manipulated according to the algorithm instructions, reconverted to analog form (sound waves), and delivered to the ears--without producing the types of distortion and noise commonly associated with analog technology hearing aids.

Hearing aid researchers have been investigating the use of true digital technology for over a decade, but were held back because the increased power consumption needed to operate such instruments required the device to either be very large, or to be connected to a separate power source worn on the body.

This power source is now small enough to be contained within the unit itself, enabling the practical application of digital technology for the hearing impaired.

Because hearing is such a complex sense, researchers at UCSF and around the world are currently studying speech enhancement strategies such as altering the relative duration of consonants versus vowels, shifting the frequency composition of speech sounds to comply with an individual's hearing impairment, and modifying the transition time between vowels and consonants.

These types of procedures are easily accomplished on CDs because the audio signal can be captured, manipulated, and then played back at a later time. With hearing aids, these manipulations must take place instantaneously so that the user of the device does not notice a disparity between visual and auditory cues.

As new algorithms are developed, software can be supplied to audiologists so that these improvements can be promptly implemented without necessitating actual physical changes to the hearing aid itself. "I believe the majority of users will eventually benefit from the new technology," Sweetow states, adding that response from users in trial situations has been extremely favorable. For more information, please contact the UCSF Audiology Division at 476-5101.

Chartwell, UCSF offer home infusion

By GAIL GORDON

Gone are the days of long, costly hospital stays as home health care continues to expand. For certain diagnoses, a patient may not have to spend a single day in the hospital.

"The trend towards home care is getting bigger and bigger," says Tony Leiker, regional vice president of Chartwell West/UCSF.

Chartwell West/UCSF is the result of a recently forged partnership with the UCSF School of Pharmacy, Medical Center, and Chartwell Home Therapies, an independent provider of alternate site care based in Waltham, Mass. Chartwell West/UCSF is one of several partnerships formed by Chartwell Home Therapies with academic health centers.

Operating out of South San Francisco, Chartwell West/UCSF employs a team of nurses who perform in-home therapies, and provides case management as well as administrative support in reimbursement, contract negotiations, marketing and business development.

"There is a close working relationship between Chartwell West/UCSF and the Medical Center's home health agency located at Mount Zion and its ambulatory care pharmacy," says Clifton Louie, vice chair of clinical pharmacy. "Chartwell West/UCSF also networks with other providers within UCSF to optimize the quality of patient care in the home setting."

In addition to home infusion therapies,

(See **CHARTWELL** *on page 7)*

Teaching doctors to learn new Medicare rules

UCSF is holding mandatory education sessions to teach physicians about new Medicare regulations for billing that take effect July 1.

In 1969, Intermediary Letter 372 (IL 372) was issued to clarify regulations to guide physicians in teaching settings for services that could be billed to the Medicare carrier. Since its introduction, there have been many other attempts by Medicare to clarify teaching physician regulations. Last December, the Medicare program released the final regulations on "Medicare Payment for Teaching Physicians and the Supervision of Residents."

UCSF formed a task force to develop, implement and monitor an effective compliance plan for these regulations. The Medical Center and UCSF and its affiliated physicians are working on that plan. One component of that plan is offering training sessions, which began this week and will continue on Wednesday and Thursday, July 10 and 11 at various locations. See workshop dates on page 7. Meetings to follow up on this first round of training have yet to be scheduled.

Last December, the Health Care Financing Administration (HCFA) released the final regulations of medical payment for physicians who teach and supervise residents at academic medical centers. With significant faculty input, UCSF has developed an educational program to implement these regulations and attendance is required at one session.

(See **MEDICARE** *on page 7)*